



PeopleSoft HRMS Upgrade from 8.9 to 9.0 for a leading North American Auto Parts Retailer

Client Overview

The client is the number one auto parts retailer in America with its core business involving sale of auto and light truck parts, chemicals and accessories. The products are distributed through over 4,000 stores across 46 states of the United States of America, the District of Columbia and 84 stores across Mexico.

Scope

The scope of the project involved the following tasks:

- Upgrade of PeopleSoft HRMS application from 8.9 to 9.0
- Portals of existing PeopleSoft HRMS Customizations
- Provision of support during the UAT, UAT and Parallel Tests
- Provision of post-upgrade support

The Solution

The client's objective was to upgrade the PeopleSoft HRMS software from version 8.9 to 9.0. Given the complexity and urgency of engagement the client wanted the right PeopleSoft capable partner. After a thorough search the client opted for or partnering with Hexaware.

Hexaware served as the perfect project partner for this client as we had the right-sized team with matching skill sets and experience in PeopleSoft. Hexaware team's skill set and experience enabled them to build a robust and scalable solution framework. We were able to offer technical insights and were able to offer streamlined and cost-effective services.

Given the complexity and scale of the activities involved, the project was executed in multiple phases. The upgrade involved Workforce Admin, Benefits Admin and HR Journal. The project was divided into six phases between the period of 28 November, 2007 and 23 May, 2008. Using the proprietary SPEED methodology Hexaware split the project in manageable phases and minimized the project risk.

The project deliverables during the project included the technical design documents, the upgraded PS HCM 9.0 and the re-customized source code.



Through all the phases of the project, offsite technical support was scaffolded with onsite support as well. The onsite team not only worked on the upgrade tasks but served as a strong medium of communication between the client and the offsite Hexaware team.

Challenges

- Data Conversion Issues
- Hardware connectivity issues
- Relocating Modules in HRMS
- PeopleSoft Query - performance-related issues
- Implementation of 2 other upgrades (8.9 to 9.0 and 9.0 to 9.1)

Benefits

- Increased HR efficiency
- Increased productivity
- Reduction of redundant systems, processes and manual procedures
- Significant reduction in total cost of ownership

Technology Environment

- PeopleSoft 8.9, PeopleSoft 9.0
- People Tools 9.40
- Standard DB access

Peoplesoft Upgrade Manual

JR Anderson



Peoplesoft Upgrade Manual:

Essential Guide to PeopleSoft Development and Customization Tony DeLia, 2000 This practical guide for both novice and experienced programmers includes details on design and development in a project life cycle Online and batch development are also covered This guide also provides customization alternatives of delivered online applications through real examples Authors include Galina Landres Isidor Rivera and Prakash Sankaran **Information Technology Update for Transit** Roger Boldt, National Research Council (U.S.). Transportation Research Board, Transit Cooperative Research Program, 2000 Documents the transit industry's state of the practice in information and communication technologies against a contemporary background of business practice It is organized into the basic architectural pieces that constitute an IT plan in order to provide the essential framework for the planning process Additionally organizational issues and policies and market trends affecting investment in and deployment of Management Information System MIS technology are documented

Federal information systems integration and consolidation United States. Congress. House. Committee on Government Reform. Subcommittee on Technology, Information Policy, Intergovernmental Relations, and the Census, 2004 Enterprise Resource Planning K. Ganesh, Sanjay Mohapatra, S. P. Anbuudayasankar, P. Sivakumar, 2014-06-18 This book introduces the fundamental principles of understanding business requirements to apply enterprise resource planning ERP in order to meet business needs The book also helps readers understand the usage of ERP for monitoring and controlling business processes while providing practical oriented solutions to the design and implementation of ERP Using the provided framework a business can decide to provide more value at lower cost which increases its competitive advantage This should be an ideal reference for executives researchers and consultants in project management of ERP ERP can be considered to be an integrated package of business process The scope of ERP determines the extent of automation of business process For example if ERP covers Human Resource HR and finance business processes only then business process related HR and finance are automated Typically business process that are automated in HR and finance employee entry and exist process allocation of employee ID payroll processing income tax planning and actual deduction etc There is seamless flow of employee data and information is available at an effectively faster rate to take appropriate decision As custom demand increases there is a need to meet the changing scenario with speed and efficiency While there is a need to increase productivity there is also a need to reduce cost of operation The repetitive business processes can be handled effectively by automating them and freeing human resources for meeting other uncertainties These automations not only should be done for each department but also should cut across different departments Thus there is a need for automating business processes at enterprise level This enterprise level automation started with MRP then MRP II ERP and then finally open source ERP have taken centre stage Out of the standard products available in the market an organization can choose an ERP product for implementation depending on the features available and the total cost of ownership TCO This comparison helps an

organization to choose the product that best suits the needs for the organization Enterprise Resource Planning Fundamentals of Design and Implementation highlights these concepts while discusses different good practices to design and implement ERP

Crystal Reports XI Official Guide Neil FitzGerald,et al.,2006-11-01 The authorized guide to the latest edition of the 1 business intelligence software product Crystal Reports More than 16 million licenses of Crystal Reports have been shipped to date This book is a reference designed to provide hands on guidance for the latest release of the product suite The latest version of Crystal Reports and the Business Objects enterprise reporting suite delivers vast product enhancements and a tighter integration that will drive upgrades from licensees Brand new features e g Dynamic and Cascading Parameter Generation will also appeal to new audiences Over 1 million new Business Intelligence licensees will be migrating to the Crystal Enterprise Reporting platform as this is the first release of the software with the existing Business Objects BO products being integrated into the Crystal infrastructure As Business Objects insiders the authors bring unique and valuable real world perspectives on implementations and uses of the Crystal Reports product The book also includes content tutorials and samples for reporting within the Microsoft Visual Studio NET and J2EE development environments and also on top of the SAP Business Information Warehouse BW and the Peoplesoft platform Advanced content on report distribution and integration into the secured managed reporting solution known as Business Objects Enterprise XI is also now included in this definitive user guide with coverage on the new Web Services SDK

Information Technology Control and Audit, Fourth Edition Sandra Senft,Frederick Gallegos,Aleksandra Davis,2012-07-18 The new edition of a bestseller Information Technology Control and Audit Fourth Edition provides a comprehensive and up to date overview of IT governance controls auditing applications systems development and operations Aligned to and supporting the Control Objectives for Information and Related Technology COBIT it examines emerging trends and defines recent advances in technology that impact IT controls and audits including cloud computing web based applications and server virtualization Filled with exercises review questions section summaries and references for further reading this updated and revised edition promotes the mastery of the concepts and practical implementation of controls needed to manage information technology resources effectively well into the future Illustrating the complete IT audit process the text Considers the legal environment and its impact on the IT field including IT crime issues and protection against fraud Explains how to determine risk management objectives Covers IT project management and describes the auditor s role in the process Examines advanced topics such as virtual infrastructure security enterprise resource planning web application risks and controls and cloud and mobile computing security Includes review questions multiple choice questions with answers exercises and resources for further reading in each chapter This resource rich text includes appendices with IT audit cases professional standards sample audit programs bibliography of selected publications for IT auditors and a glossary It also considers IT auditor career development and planning and explains how to establish a career development plan Mapping the requirements for information systems auditor certification

this text is an ideal resource for those preparing for the Certified Information Systems Auditor CISA and Certified in the Governance of Enterprise IT CGEIT exams Instructor s guide and PowerPoint slides available upon qualified course adoption

MANAGEMENT INFORMATION SYSTEMS IN THE KNOWLEDGE ECONOMY JOSEPH, P.T., S.J., MOHAPATRA, SANJAY, 2014-01-01 The textbook now in its Second Edition includes a new chapter on ERP as a Business Enabler The text continues to provide a comprehensive coverage of business applications of management information systems in today s new era of knowledge based economy where the value of a firm s knowledge assets has become a key source that can be leveraged into long term benefits The text focuses on the information systems requirements vis vis management perspectives required in business environment The technology innovations are covered with particular emphasis on Data Management Systems Decision Support and Expert Systems On the other hand several business applications such as e commerce and mobile applications made possible only because of continuing innovations in the field of information and communications technology ICT are thoroughly treated in the text Besides the book covers crucial issues of information security and legal and ethical issues which are important both from the point of view of technology and business The book uses case discussions in each chapter to help students understand MIS practices in organizations The cases also enable students to grasp how a systemic approach to every functional aspect of management can lead to formulating technology based strategies in line with corporate goals Primarily intended for undergraduate and postgraduate students of management BBA MBA the knowledge and information provided in this book will also be of immense value to business managers and practitioners for improving decision making processes and achieving competitive advantage

1999 Proceedings: Ninetieth Annual Convention of Rotary International , The Gainsharing Design Manual Joseph Boyett, **Department of the Interior and Related Agencies Appropriations for Fiscal Year 2007** United States. Congress. Senate. Committee on Appropriations. Subcommittee on the Department of the Interior and Related Agencies, 2006 **Interior, Environment, and Related Agencies Appropriations for 2007** United States. Congress. House. Committee on Appropriations. Subcommittee on Interior, Environment, and Related Agencies, 2006 **Translating Operations into Money** Tulasi S Sastri, 2014-11-01 Innovative Financial Applications Turnaround and Product Pricing Strategies Profit Improvement Plans Cost Reduction Initiatives Performance Improvement Initiatives Project Cost Monitoring Risk Based Internal Audit Techniques Cash Embezzlement Incidents

Modern Oracle Enterprise Architecture Javid Ur Rahman, 2021-09-17 A comprehensive innovative product handbook for managers designing and deploying enterprise business solutions KEY FEATURES Covers proven technical approaches in migrating your enterprise systems to Oracle Cloud Computing A handbook for decision makers on using Oracle Product Suite for digital transformation Understand the Oracle product benefits and leveraging capital investment to avail great measurable ROI and TCO DESCRIPTION The Oracle Enterprise Architecture Framework emerges from the on site legacy to current cloud native and is called Modern Oracle Enterprise Architecture It aims to clear

the path for critical business application workloads in the field of database and the application architecture to hybrid and cloud applications This is a very handy book for chief decision makers and professional cloud solution engineers As the current cloud computing services are agile and pay as you go PAYG based subscription including multi year cost model thus a more agile approach is covered throughout the book This book will help readers to achieve their database and application system solution architecture career objectives more quickly without spending years The readers can prevent committing errors recovering from them and learning things the hard way This book lists critical attributes and methods to develop including improvement of business friendly case formulation It also includes the development of a solution approach in creative and innovative technological breakthroughs developed by product companies over the last three decades WHAT YOU WILL LEARN 360 degree view of Oracle database and application products Transition to hybrid cloud identity services via Oracle Identity Cloud platform Understand and implement Oracle accessibility and architecture observability Get to know the benefits of leveraging Oracle Autonomous Shared and dedicated services Manage automate and upgrade the cloud databases using Oracle fleet management Automate sitewide failover and switchover operations using Oracle siteguard WHO THIS BOOK IS FOR This book is for decision makers business architects system development teams technological professionals and product teams who want to use the Oracle stack s hidden capabilities to develop manage and keep enhancing enterprise systems TABLE OF CONTENTS 01 Artificial Intelligence for Cloud Computing 02 Business Benefits of Migrating and Operating on Oracle Cloud 03 Move and Optimize the Cost for Oracle E Business Suite on Cloud Compute 04 Contemplating IaaS PaaS and SaaS Migration for On Premise Legacy Systems 05 Oracle Autonomous Dedicated for Oracle E Business Suite Customers 06 Benefits of Oracle PeopleSoft with Autonomous Database Dedicated and Shared 07 Oracle Autonomous Dedicated for Oracle E Business Suite Customers 08 Oracle Agile Maximum Security Architecture AMSA 09 Agile Accessibility and Observability Architecture Agile AOA AAOA 10 Fleet Management for On Premises and Cloud DBaaS and IaaS Database Stack 11 Identity transition from Identity Manager IDM to Universal Directory OUD and Identity Cloud Suite 12 Decision Analysis Resolution DAR for Oracle E Business Suite on Cloud Compute 13 Hidden Jewel on Oracle Crown Oracle Enterprise Manager Site Guard Use Cases 14 Case Study One Oracle E Business Suite Migration to OCI with Business Continuity Site 15 Case Study Two Oracle E Business Suite Migration to OCI with Business Continuity Site 16 Case Study Three Oracle Universal Directory Installation and Configuration

Process Automation Strategy in Services, Manufacturing and Construction Bharati Mohapatra, Sanjana Mohapatra, Sanjay Mohapatra, 2023-02-20 Appealing to business researchers academics and practitioners Process Automation Strategy in Services Manufacturing and Construction brings to life the current trends in process automation and considers what the future holds

Project+ Study Guide William Heldman, Lona Cram, 2006-02-20 Here s the book you need to prepare for the latest version of CompTIA s Project exam This Study Guide was developed to meet the exacting requirements of today s certification candidates In addition to the

consistent and accessible instructional approach that has earned Sybex the Best Study Guide designation in the 2003 CertCities Readers Choice Awards this book provides Clear and concise information on project management Practical examples and insights drawn from real world experience Leading edge exam preparation software including a test engine and electronic flashcards You ll also find authoritative coverage of key exam topics including Project Initiation and Scope Definition Project Planning Project Execution Control and Coordination Project Closure Acceptance and Support This book has been reviewed and approved as CompTIA Authorized Quality Curriculum CAQC Students derive a number of important study advantages with CAQC materials including coverage of all exam objectives implementation of important instructional design principles and instructional reviews that help students assess their learning comprehension and readiness for the exam Note CD ROM DVD and other supplementary materials are not included as part of eBook file [A Guide to Federal Terms and Acronyms](#) Don Philpott,2017-12-20 Navigating government documents is a task that requires considerable knowledge of specialized terms and acronyms This required knowledge nearly amounts to knowing a completely different language To those who are not fluent the task can be overwhelming as federal departments fill their documents with acronyms abbreviations and terms that mean little or nothing to the outsider Would you be able to make sense of a document that described how the COTR reports to the CO regarding compliance with FAR GPRA SARA and FASA This is a common procedure in government contracting Would you have any clue what was being referred to if you came across MIL STD 129P It is the new standard for Military Shipping Label Requirements The sheer number of such terms makes mastering them nearly impossible But now these terms and their definitions are within reach This new edition of A Guide to Federal Terms and Acronyms presents a glossary of key definitions used by the federal government It is updated to include new acronyms and terminology from various federal government departments It covers the most common terms acronyms and abbreviations used by each major agency presenting definitions and explanations in a user friendly and accessible way This is an essential tool for anyone who works with federal government information *InfoWorld* ,2000-07-24 InfoWorld is targeted to Senior IT professionals Content is segmented into Channels and Topic Centers InfoWorld also celebrates people companies and projects **Moody's OTC Industrial Manual** ,1995 Companies traded over the counter or on regional conferences

Toward Corporate IT Standardization Management: Frameworks and Solutions van Wessel, Robert,2010-02-28 Given the limitations and uncertainties in the field of IT standardization and standards this book focuses on the effects of IT standardization and IT standards on a company Provided by publisher [Advanced PeopleSoft Financials: Optimizing Processes and Customizing Functionality 2025](#) UTHOR1:- Chandan Mishra, AUTHOR2:- Dr. Sanjoli Kaushik, PREFACE In today s fast paced business environment organizations are continuously looking for ways to streamline their operations and enhance financial management capabilities PeopleSoft Financials an enterprise resource planning ERP solution stands out as one of the most powerful platforms for managing critical financial data and processes However to truly harness the potential

of PeopleSoft Financials it is essential to optimize and customize its features to meet specific business needs. Advanced PeopleSoft Financials: Optimizing Processes and Customizing Functionality is a comprehensive guide designed to provide professionals, consultants, and administrators with a deep understanding of how to leverage PeopleSoft Financials to its full potential. This book offers insights into advanced features, process optimization strategies, and customization techniques that can significantly improve the efficiency, scalability, and adaptability of your PeopleSoft Financials system. Throughout the chapters, we will explore best practices for optimizing the core financial processes such as accounts payable, accounts receivable, general ledger, and asset management. Additionally, we will delve into the customization aspects, highlighting how to tailor the system to fit your organization's specific requirements, whether it's through user-defined fields, customized reports, or workflows. The book also covers the integration of PeopleSoft Financials with other systems, enabling seamless data flow and decision-making across the organization. Written by experts in the field, this book provides practical, real-world examples and case studies to illustrate the concepts discussed, offering readers actionable strategies for implementing them in their own organizations. Whether you are a seasoned PeopleSoft user or a new adopter, this book will help you navigate the complexities of PeopleSoft Financials and unlock its full potential to drive business success. As the financial landscape continues to evolve, mastering the advanced features and customization capabilities of PeopleSoft Financials will be key to staying competitive and responsive to changing business needs. By embracing the optimization and customization techniques outlined in this book, readers will be well-equipped to lead their organizations towards greater efficiency, accuracy, and profitability in their financial operations. Authors: Chandan Mishra, Dr. Sanjoli Kaushik.

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